



Department of Defense  
**DIRECTIVE**

**AD-A272 284**

August 13, 1985  
NUMBER 5120.15



ASD (FM&P)

SUBJECT: Authority for Approval of Cash and Honorary Awards for DoD Personnel

- References:
- (a) DoD Directive 5120.15, "Department of Defense Incentive Awards Program; Assignment of Responsibility," December 3, 1965 (hereby canceled)
  - (b) Title 5, United States Code, Sections 4501-4507, 5406, 5407, and 5384
  - (c) Federal Personnel Manual, Chapter 451
  - (d) Title 10, United States Code, Section 1124

**A. REISSUANCE AND PURPOSE**

This Directive:

- 1. Reissues reference (a).
- 2. Updates policy and delegates authority for the approval of certain cash and honorary awards for civilian employees and military personnel of the Department of Defense.

**B. APPLICABILITY AND SCOPE**

This Directive:

- 1. Applies to the Office of the Secretary of Defense, the Military Departments, the Organization of the Joint Chiefs of Staff, and the Defense Agencies (hereafter referred to collectively as "DoD Components").
- 2. Does not apply to performance awards paid to employees covered under the Performance Management and Recognition System (formerly Merit Pay) under Section 5406 of reference (b), nor to performance awards or Presidential rank nominations for members of the Senior Executive Service pursuant to Section 4507 and 5384 of reference (b).

**C. POLICY**

- 1. Policies and standards governing cash awards for which DoD civilian and military personnel are eligible equally shall be uniform with respect to both categories of personnel.
- 2. Awards program administration will be common for military and civilian personnel with respect to all awards for which both categories are eligible.

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## D. RESPONSIBILITIES

1. The Assistant Secretary of Defense (Force Management and Personnel) (ASD(FM&P)) shall:

a. Prescribe uniform policies and standards governing the administration of the DoD Incentive Awards Program, subject to applicable provisions of 5 U.S.C. 4501-4506, 5407, and the Federal Personnel Manual (references (b) and (c)) with respect to civilian employees and 10 U.S.C. 1124 (reference (d)) with respect to military personnel.

b. Review annual Incentive Awards Program reports of the DoD Components for compliance with statutory and regulatory requirements and sound management practices, and provide consolidated DoD reports required by the Congress and the Office of Personnel Management (OPM).

c. Review and, if meritorious, forward to the Director, OPM, recommendations for cash awards in excess of \$10,000 for DoD civilian employees.

d. Review and approve or disapprove, as appropriate, recommendations for cash awards in excess of \$10,000 for members of the Armed Forces.

2. Heads of DoD Components shall:

a. Prescribe policies and procedures governing the operation of the Incentive Awards Program within their Component.

b. Approve and pay cash awards of up to \$10,000 and incur lawful and necessary expenses for the recognition of DoD civilian employees and military personnel under their jurisdiction.

3. Exercise of the foregoing authorities shall be in accordance with 5 U.S.C. 4501-4506, 5407, and 10 U.S.C. 1124 (references (b) and (d)) and DoD policies and standards established by the ASD(FM&P). These authorities may be redelegated, as appropriate.

## E. EFFECTIVE DATE AND IMPLEMENTATION

This Directive is effective immediately. Forward one copy of implementing documents to the Assistant Secretary of Defense (Force Management and Personnel) (ASD(FM&P)) within 120 days.

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*William H. Taft, IV*

William H. Taft, IV  
Deputy Secretary of Defense

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